



# DISPUTE RESOLUTION PANEL

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## MEMBER INFORMATION

Name	Charlene MacMillan
Current Profession	Labor Arbitrator
Mailing Address	12224 NE Bel Red Road #3133, Bellevue, WA 98005
Other Address	
Telephone	(858) 333-7328
Cell Phone	same as above
Email	<a href="mailto:charlene@macmillanarb.net">charlene@macmillanarb.net</a>
Website	<a href="http://www.macmillanarb.net">www.macmillanarb.net</a>
Information Updated	October 2020

### Experience as an Impartial in Labor Disputes (Number of Cases Handled)

As Grievance Arbitrator	38	As Interest Arbitrator	0
As Mediator	3	As Fact-Finder	1

### Employment with Impartial Labor Relations Administrative Agencies

None

### Brief Description of Industries and Issues Dealt With

**Industries:** Automotive · Customer Service (incl. Call Center) · Education · Emergency Management · Energy · Engineering · Human & Social Services · Information Technology · Land Use & Planning · Local Government · Oil & Gas · Public Administration · Public Health · Public Works · Securities · Transportation · Utilities

**Issues:** Contract Administration & Interpretation · Decision Bargaining · Effects Bargaining · Discipline · Discharge · Jurisdiction · Just Cause · Last-Chance Agreements · Layoff & Recall · Leaves · Performance Management · Policies · Random Drug Testing · Safety · Unfair Labor Practices · Wage & Hour

### Other Qualifying Experience

Firm or Organization	Puget Sound Energy		
Position	Labor Relations Program Manager		
Impartial/Advocacy?	Advocacy	From / To	08/2016 – 01/2018
Firm or Organization	City of Seattle		
Position	Labor Negotiator		
Impartial/Advocacy?	Advocacy	From / To	10/2014 – 08/2016

Firm or Organization	<u>City of Seattle</u>		
Position	<u>Labor Relations Advisor</u>		
Impartial/Advocacy?	<u>Advocacy</u>	From / To	<u>10/2007 – 10/2014</u>

### Educational Background

MPA; City University, Tacoma, WA; Human Resources Management & Labor Law, 2007  
 B Sc.; City University, Tacoma, WA; Business Management/Human Resources Management, 2005

### Professional Certifications and Licenses

Labor Arbitrator, FMCS, 2015  
 Certified Labor Relations Professional, NPELRA, 2015  
 Arbitration, FINRA, 2016

### Membership in Professional Organizations

NPELRA/WAPELRA, member since 2012  
 Labor and Employment Relations Association (LERA), member since 2018  
 American Arbitration Association (AAA)  
 Federal Mediation and Conciliation Services (FMCS)  
 California State Mediation & Conciliation Service (CSMCS/PERB)

### Availability and Fees

Availability:	<ul style="list-style-type: none"> <li>• Grievance arbitration, fact-finding</li> <li>• Available for both in-person and virtual hearings</li> </ul>
Constraints on Time:	None
Current Fees:	\$1,800 per day, up to 8 hours. Per diem rate applies to travel, study and award writing time, billed in half-day increments.
Cancellation Fees:	<p><b>Within 20 calendar days of scheduled hearing date:</b> \$1,800 per hearing day scheduled</p> <p><b>More than 20 calendar days prior to scheduled hearing date:</b> \$900 per hearing day scheduled</p>
Travel/Subsistence Charges:	For hearings outside the Seattle area, reasonable expenses including airfare, hotel, meals, ground transportation, mileage, etc., will be billed for reimbursement at actual cost. Matters that cancel after I have incurred travel expenses to the hearing location will be charged for actual travel time and expenses, in addition to the above cancellation fee.

Other Fees Charged: Invoices are due on receipt. Unpaid invoices will be re-billed every thirty (30) days and will be subject to a re-billing fee of \$200.00.